

**Commonwealth of Massachusetts  
Executive Office of Labor and Workforce Development  
Massachusetts Workforce Development Board**



# **Labor Market and Workforce Information Dashboard**

***Updated June 2017***



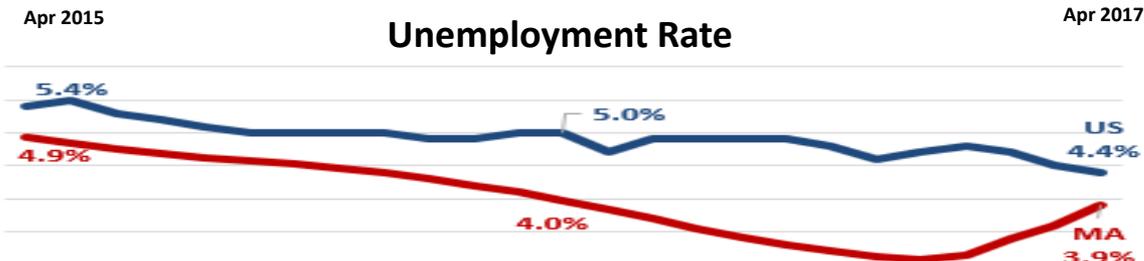
# LMWI Dashboard - Overview



- **Purpose:** To capture high-level labor market activity statewide with regard to labor supply and demand
- **Audience:** State Workforce Board members (primary); workforce system stakeholders and general public
- **Frequency:** Updated quarterly, and will be shared at the quarterly State Workforce Board meetings
- **Access:** Posted on the State Workforce Board website

# Labor Supply: Employment & Unemployment (Apr 2017)

<b>3,694,200</b> MA labor force
<b>143,100</b> Unemployed
<b>64,950</b> MA UI Claimants
<b>66.5%</b> MA Labor Force Participation Rate



- Data Sources:**
- Local Area Unemployment Statistics (LAUS)
  - Massachusetts Unemployment Insurance (UI) Claimant Data
  - American Community Survey (ACS)

Claimant Gender		MA Pop
Male	66.83%	63.5%
Female	33.17%	36.5%

Claimant Age		MA Pop
16 to 19	0.4%	6.5%
20 to 24	5.5%	6.4%
25 to 34	22.3%	14.6%
35 to 44	21.4%	16.7%
45 to 54	24.3%	13.8%
55 to 64	20.0%	8.6%
65+	6.2%	11.7%

Claimants by Previous Occupations (Top 5)		
Construction and Extraction	12,031	18.5%
Management	8,603	13.2%
Office and Administrative Support	7,078	10.9%
Transportation and Material Moving	4,909	7.6%
Building and Grounds Cleaning and Maintenance	4,413	6.8%

Claimant Educational Attainment		MA Pop (18-24)	MA Pop (25+)
		<High School	10.7%
High School & Equivalency	37.9%	27.6%	25.4%
Some College	17.2%	45.8%	16.2%
Associate Degree	6.2%		7.7%
Bachelor's Degree	17.8%	16.0%	22.8%
Advanced Degree	8.0%		17.7%

Claimant Race/Ethnicity		MA Pop
White	73.0%	84.5%
Hispanic or Latino	13.0%	6.8%
Black/African American	8.9%	5.4%
Asian	3.2%	3.8%
Amer. Indian/Alaskan Native/Hawaiian Native	0.8%	0.2%
More than one race	4.1%	
Do not wish to respond	10.0%	

Claimants by Previous Industries (Top 5)		
Construction	11,929	18.4%
Admin & Support, Waste Mgmt & Remediation	7,861	12.1%
Professional, Scientific, Technical Services	5,605	8.6%
Health Care and Social Assistance	5,580	8.6%
Retail Trade	5,245	8.1%

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Posting Data Q1 2017 (Jan – Mar, 2017)

**215,735**  
 New, Unique Job Postings

### Data Sources:

- Local Area Unemployment Statistics (LAUS)
- Help Wanted Online data\* (online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

### Online Job Postings by Workforce Area

Workforce Area (by job posting volume)	% of MA Labor Force	Job Postings (Q1 2017)	% Postings Statewide	Q4 2016 Job Postings	Qtr to Qtr Change (Q4 2016 to Q1 2017)
Boston	10.22%	47,005	21.79%	41,614	5,391
Metro South/West	14.16%	35,771	16.58%	33,164	2,607
Metro North	12.65%	30,576	14.17%	26,631	3,945
Central MA	8.58%	13,902	6.44%	12,263	1,639
South Shore	8.07%	9,523	4.41%	8,157	1,366
North Shore	6.31%	7,917	3.67%	7,029	888
Hampden County	6.17%	7,775	3.60%	7,374	401
Lower Merrimack Valley	5.04%	7,310	3.39%	6,697	613
Greater Lowell	4.24%	7,157	3.32%	6,973	184
Bristol County	5.25%	4,862	2.25%	3,866	996
North Central	3.69%	3,679	1.71%	2,956	723
Brockton	3.64%	3,669	1.70%	2,985	684
Franklin/Hampshire	3.73%	3,189	1.48%	2,989	200
Greater New Bedford	3.17%	3,003	1.39%	2,876	127
Cape & Islands	3.30%	2,705	1.25%	1,795	910
Berkshire County	1.78%	2,468	1.14%	2,276	192
Unavailable	0.00%	25,224	11.69%	16,399	8,825
<b>Total</b>	<b>100.00%</b>	<b>215,735</b>	<b>100.00%</b>	<b>186,044</b>	<b>29,691</b>

### Online Job Postings by Occupational Group

Occupational Group (by job posting volume)	Job Postings (Q1 2017)	% Postings Statewide	Qtr to Qtr Change (Q4 2016 to Q1 2017)
Medical / Health	34,578	16.03%	1,743
Sales / Biz. Development	27,544	12.77%	3,615
Information Technology	23,782	11.02%	3,013
Operations / Logistics	18,515	8.58%	6,078
Administration / Clerical	14,760	6.84%	1,558
Finance / Accounting	12,598	5.84%	2,231
Hospitality / Services	11,996	5.56%	1,327
Education / Training	9,536	4.42%	1,526
Marketing / PR	9,303	4.31%	1,916
Engineering / QA	7,522	3.49%	1,048
Social Services	6,845	3.17%	518
Executive Management	5,472	2.54%	765
Maintenance / Repair	5,076	2.35%	581
Creative / Talent	4,898	2.27%	588
Science / R&D	4,054	1.88%	431
Human Resources	3,969	1.84%	534
Facilities / Construction	3,696	1.71%	534
Manufacturing / Resources	3,302	1.53%	536
Security	2,486	1.15%	46
Legal	941	0.44%	51
Unavailable	4,862	2.25%	1,052
<b>Total</b>	<b>215,735</b>	<b>100.00%</b>	<b>29,691</b>

# MA Labor Market and Workforce Information Dashboard

Labor Demand: Job Posting Data Q1 2017 (Jan – Mar, 2017)

**215,735**  
 New, Unique Job Postings

## Data Sources:

- Occupational Employment and Wage Statistics (OES)
- Help Wanted Online data\* (online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

Top 20 Occupations by Job Posting Volume					
Occupation	Job Postings	Median Wage	Entry Wage	Experienced Wage	Education Level
Heavy and Tractor-Trailer Truck Drivers	12,748	\$49,920	\$36,070	\$56,840	Postsecondary non-degree award
Registered Nurses	8,403	\$89,060	\$60,440	\$103,370	Bachelor's degree
Marketing Managers	5,748	\$142,040	\$82,750	\$171,690	Bachelor's degree
Software Developers, Applications	5,385	\$110,410	\$69,850	\$130,690	Bachelor's degree
First-Line Supervisors of Retail Sales Workers	5,003	\$46,660	\$28,820	\$55,590	High school diploma or equivalent
Computer Occupations, All Other	4,911	\$94,430	\$57,820	\$112,740	Bachelor's degree
Retail Salespersons	4,715	\$28,070	\$21,410	\$31,400	No formal educational credential
Social and Human Service Assistants	4,179	\$35,750	\$24,460	\$41,400	High school diploma or equivalent
Medical Scientists, Except Epidemiologists	3,990	\$94,590	\$52,730	\$115,520	Doctoral or professional degree
First-Line Supervisors of Office and Administrative Support Workers	3,627	\$62,590	\$40,910	\$73,430	High school diploma or equivalent
Managers, All Other	3,245	\$126,420	\$72,110	\$153,580	Bachelor's degree
Management Analysts	2,978	\$105,950	\$59,430	\$129,210	Bachelor's degree
Customer Service Representatives	2,958	\$41,830	\$27,830	\$48,830	High school diploma or equivalent
Executive Secretaries and Executive Administrative Assistants	2,789	\$60,320	\$41,110	\$69,920	High school diploma or equivalent
Accountants and Auditors	2,744	\$82,420	\$52,550	\$97,360	Bachelor's degree
First-Line Supervisors of Food Preparation and Serving Workers	2,742	\$39,280	\$26,390	\$45,720	High school diploma or equivalent
Industrial Engineers	2,725	\$99,640	\$68,650	\$115,140	Bachelor's degree
Medical and Health Services Managers	2,719	\$121,260	\$68,760	\$147,510	Bachelor's degree
Computer User Support Specialists	2,623	\$62,430	\$40,190	\$73,550	Some college, no degree
Computer Systems Analysts	2,570	\$93,990	\$64,090	\$108,950	Bachelor's degree

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Posting Data Q1 2017 (Jan – Mar, 2017)

**215,735**  
**New Unique Job Postings**

### Data Sources:

- Help Wanted Online data\* (online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

### Top 20 Fastest Growing Jobs (Q4 2016 to Q1 2017)

Occupation	Q4 2016	Q1 2017	Gain
Heavy and Tractor/Trailer Truck Drivers	6424	12748	6324
Marketing Managers	4657	5748	1091
Computer Occupations, All Other	4231	4911	680
Managers, All Other	2570	3245	675
Software Developers, Applications	4745	5385	640
Market Research Analysts and Marketing Specialists	1846	2426	580
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1420	1986	566
Insurance Sales Agents	646	1183	537
Web Developers	1413	1900	487
Management Analysts	2497	2978	481
FirstLine Supervisors of Office and Administrative Support Workers	3166	3627	461
Sales Managers	1909	2361	452
Industrial Engineers	2278	2725	447
Securities, Commodities, and Financial Services Sales Agents	1389	1834	445
Sales Representatives, Services, All Other	1400	1838	438
Secondary School Teachers, Except Special and Career/Technical Education	459	894	435
Computer Systems Analysts	2141	2570	429
Advertising Sales Agents	312	730	418
Accountants and Auditors	2335	2744	409
Financial Managers	1772	2179	407

### Top 20 Declining Jobs (Q4 2016 to Q1 2017)

Occupation	Q4 2016	Q1 2017	Loss
Light Truck or Delivery Services Drivers	1367	774	-593
Helpers, Construction Trades, All Other	453	0	-453
Demonstrators and Product Promoters	1185	894	-291
Merchandise Displayers and Window Trimmers	984	805	-179
Laborers and Freight, Stock, and Material Movers, Hand	769	608	-161
Automotive Service Technicians and Mechanics	574	439	-135
Cashiers	1045	931	-114
Receptionists and Information Clerks	426	335	-91
Pharmacy Technicians	664	577	-87
FirstLine Supervisors of Construction Trades and Extraction Workers	655	569	-86
Retail Salespersons	4784	4715	-69
Stock Clerks and Order Fillers	1671	1610	-61
Physician Assistants	545	492	-53
Combined Food Preparation and Serving Workers, Including Fast Food	1157	1107	-50
Taxi Drivers and Chauffeurs	417	390	-27
Home Health Aides	817	791	-26
FirstLine Supervisors of Transportation and Material Moving Machine and Vehicle	824	806	-18
Child, Family, and School Social Workers	418	403	-15
Medical Scientists, Except Epidemiologists	4004	3990	-14
Purchasing Managers	449	437	-12

Based on HWOL top 100 job postings (by volume) for both Q4 2016 and Q1 2017

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Gain/Loss by Industry (Q4 2016 to Q1 2017)

**3,141,600**  
 Total Jobs

**Data Source:**

- Current Employment Statistics

Job Gains and Losses by Industry				
Industry Group	# Jobs Q4 2016	# Jobs Q1 2017	Change	
Accommodation and Food Services	304,100	306,067	↑	1,967
Admin & Support, Waste Man & Remediation	188,300	181,233	↓	-7,067
Arts, Entertainment, and Recreation	54,000	56,367	↑	2,367
Construction	153,600	149,967	↓	-3,633
Durable Goods	161,200	156,667	↓	-4,533
Education and Health Services	796,000	794,900	↓	-1,100
Educational Services	166,300	164,167	↓	-2,133
Finance and Insurance	181,800	181,567	↓	-233
Financial Activities	225,600	227,867	↑	2,267
Health Care and Social Assistance	629,700	630,733	↑	1,033
Information	88,400	89,900	↑	1,500
Leisure and Hospitality	358,100	362,433	↑	4,333
Management of Companies and Enterprises	65,200	65,267	↑	67
Manufacturing	251,300	244,200	↓	-7,100
Mining, Logging, and Construction	154,700	151,067	↓	-3,633
Natural Resources and Mining	1,100	1,100	↓	0
Nondurable Goods	90,100	87,533	↓	-2,567
Other Services	136,700	136,833	↑	133
Professional, Scientific, & Business Services	557,200	556,000	↓	-1,200
Professional, Scientific, Technical Serv	303,700	309,500	↑	5,800
Real Estate and Rental and Leasing	43,800	46,300	↑	2,500
Retail Trade	351,400	358,300	↑	6,900
Trade, Transportation, and Utilities	567,600	578,500	↑	10,900
Transportation, Warehousing & Utilities	94,300	95,667	↑	1,367
<b>Total Jobs</b>	<b>3,135,600</b>	<b>3,141,700</b>	<b>↑</b>	<b>6,100</b>

# Glossary of Terms

**Industry** : A collection of businesses that are engaged in the same or similar principal business activities, such as providing a type of good or service.

**Labor Force**: Residents of a selected area that are employed or unemployed and looking for work, and their characteristics.

**Labor Force Participation Rate**: Percentage of the working age population who are either employed or actively looking for work.

**Occupation**: A set of activities or tasks that employees are paid to perform.

**Occupational Group**: Grouping of occupations by common functional areas.

**Unemployed**: Individuals who are jobless, actively seeking work, and are available to take a job.

**Unemployment Rate**: Percentage of the labor force that is unemployed.

# Data Sources

**American Community Survey (ACS)**: On going statistical survey by the US Census that captures data on America's population, workforce and housing.

**Current Employment Statistics (CES)**: A monthly survey conducted by the Bureau of Labor Statistics that provides employment, hours, and earnings estimates based on payroll records of business establishments.

**Help Wanted On-Line (HWOL)**: The Conference Board's analytics tool that aggregates online job posting data and enables users to measure labor demand in terms of advertised vacancies. Data may not accurately represent labor demand, particularly for those industries/employers (such as construction) that do not rely on online job boards to recruit talent.

**Local Area Unemployment Statistics (LAUS)**: Produces employment, unemployment, and labor force estimates for census regions and divisions, states, counties, metropolitan areas, and many cities, by place of residence. Produced monthly and annually.

**Occupational Employment Statistics (OES)**: Provides data estimates for employment and wages for up to 800 occupations based on a survey of approximately 33,000 employers. It is classified using Standard Occupation Codes (SOC) and is produced annually.

**Quarterly Census of Employment and Wages (QCEW)**: A count of employers and their employment and wages by business activity, North American Industry Classification (NAICS) and area. It covers 98 percent of employment and is available at the national, state, workforce area, city and town level. Produced Quarterly.

**UI Claimant Data**: Aggregated data of those who are collecting Massachusetts Unemployment Insurance and who do not have a definite return to work date.